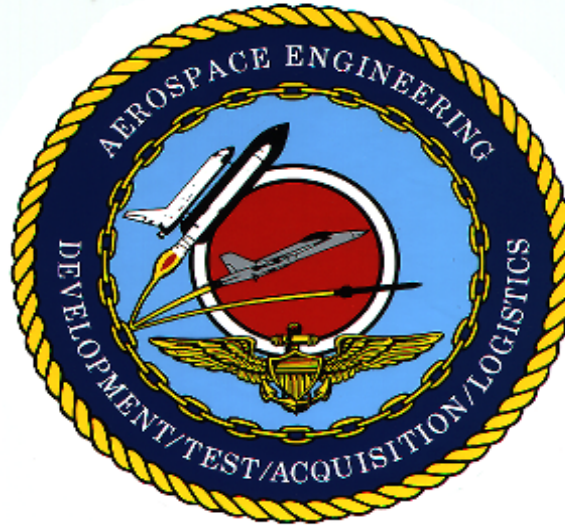


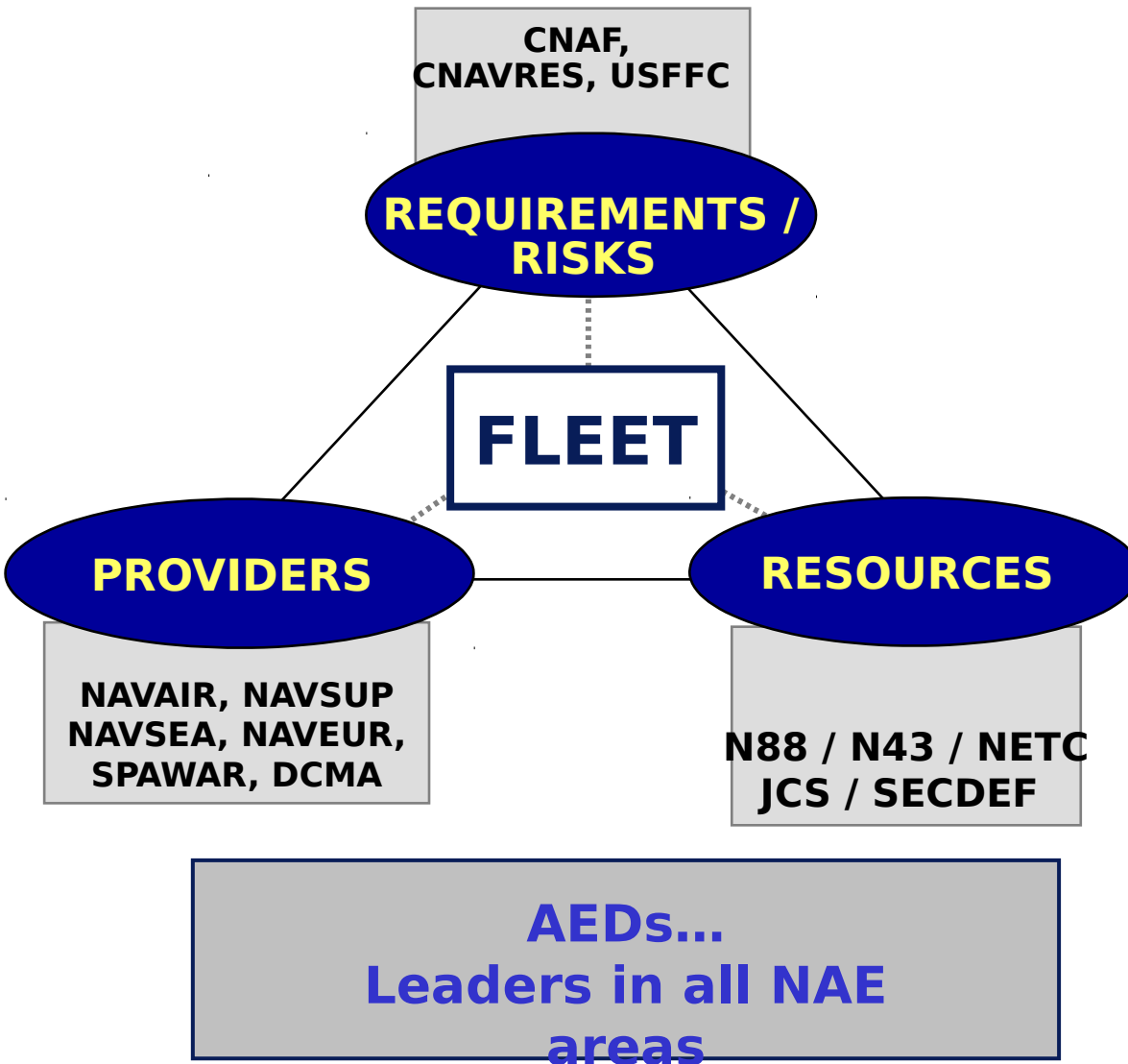


Aerospace Engineering Duty Officer (AEDO) Community Overview

Sept 2015



AEDs in Naval Aviation Enterprise (NAE)



- ~ 309 Aerospace Engineering Duty Officers (AEDO) 1510
- ~ 415 Aerospace Maintenance Duty Officers (AMDO) 1520
- ACQUISITION, TECHNICAL, & MAINTENANCE PROFESSIONALS
- LEADERSHIP
- ACQUISITION MANAGEMENT
 - PROGRAM MANAGEMENT
 - PRODUCTION, MANUFACTURING, AND QUALITY ASSURANCE
 - SYSTEMS ENGINEERING
- PRODUCTION
 - FLEET READINESS CENTERS
 - TEST & EVALUATION
- BUSINESS ACUMEN
- RESOURCE MANAGEMENT
 - HUMAN RESOURCE MANAGEMENT
 - FINANCIAL MANAGEMENT

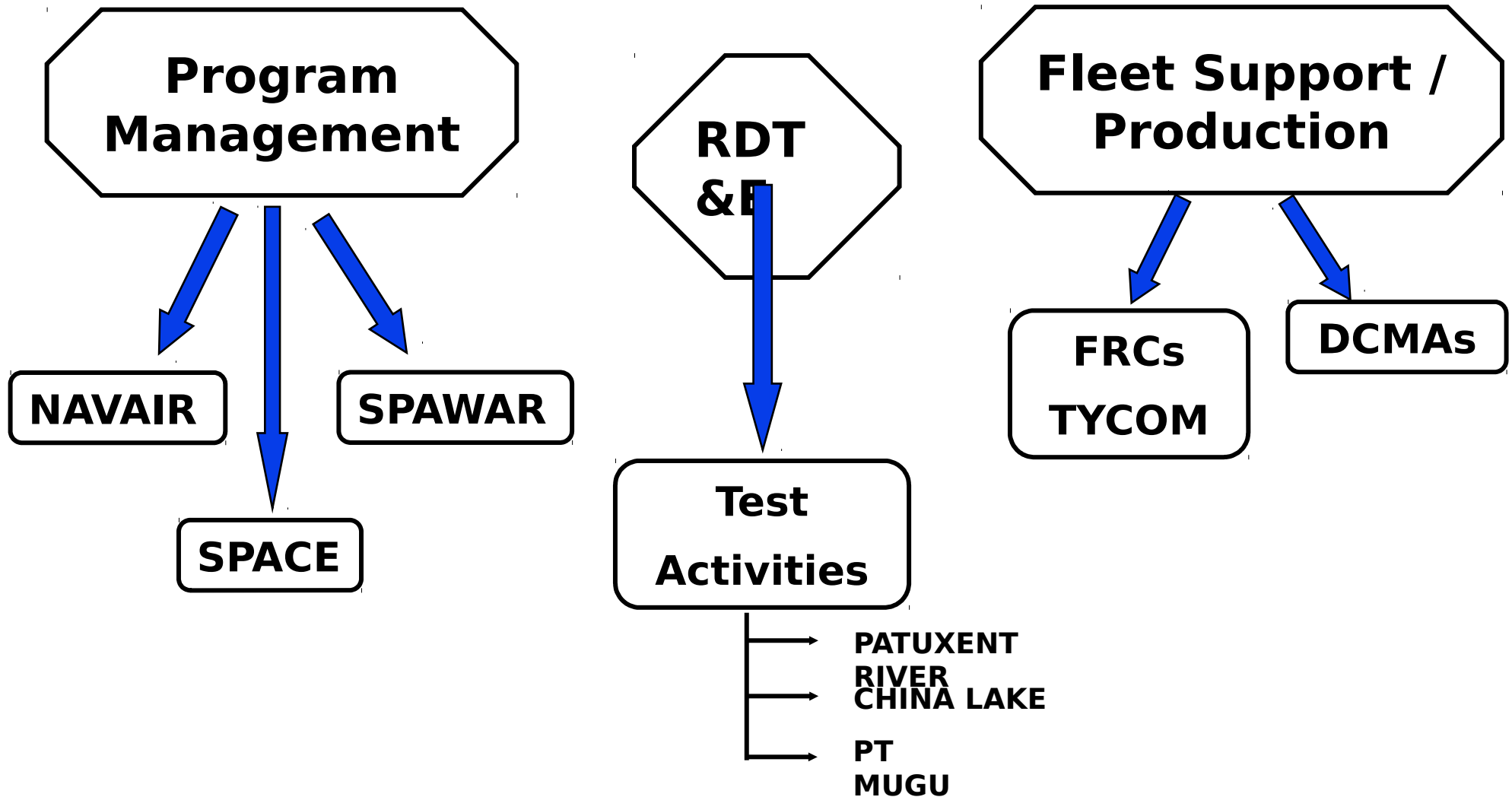


NAE Acquisition Community Leaders

- | | |
|--------------------------------------|------------------|
| 1. VADM Dunaway (AEDO) | NAVAIR |
| 2. RADM Mahr (AEDO) | JSF |
| 3. RADM Gaddis (AEDO) | PEO (T) |
| 4. RADM Winter (AEDO) | CNR |
| 5. RADM(s) Sohl (AEDO) | COMFRC |
| 6. RDML Jaynes (AMDO)
(A) | PEO |
| 7. RDML Becker (AEDO) | PEO Space |
| 8. RDML Peters (AEDO) | NAWCWD |



AEDO Career Fields



Approximately **ONE-THIRD** of AEDO billets are flying billets



Program Management - ~~NAVAIR~~

- **Cradle-to-grave life cycle support for aerospace systems:**
 - Aircraft & associated weapon systems
 - Avionics
 - Space systems
 - **Responsible for \$ billions in Research, Development, Test and Evaluation (RDT&E) and procurement**
 - **Interface with OPNAV sponsors, defense**
- Major Program Manager = Potential Flag maker**



Program Management - Space

Space Cadre: "Operationalize" Space

Subspecs: 5500, 6206

AQDs: VR1-3, VS5-8

29 AEDOs: 10 x O-6
12 x O-5, 7 x O-4, 0 x
O-3

Space Track:

- O-3/O-4: NPS (MS in SSE / SSO)
- O-4: Space tour
- O-4/O-5: NAVAIR tour
- O-5: Space DPM tour
(2yr breakout prior to IZ for CAPT)

Space Rotation (Excursion):

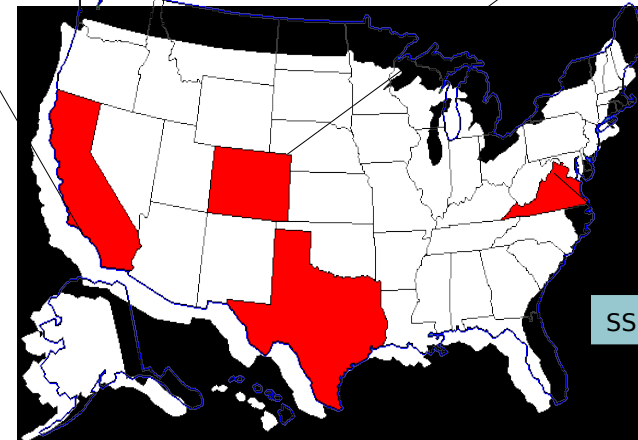
- O-4: NAVAIR tour
- O-4 / O-5: Space tour

(NSSO / SPAWAR SD / LA / DNV)

AEDO Space Cadre Billets

PEO C4I 2
PMA 101/
PMW146 6

SSFA DET DVR 1



SSFA 27

Navy Space Cadre Website

[http://
www.npc.navy.mil/bupers-npc/of
ficer/Detailing/spacecadre/Pag
es/default.aspx](http://www.npc.navy.mil/bupers-npc/officer/Detailing/spacecadre/Pages/default.aspx)



Research, Development, Test & Evaluation (RDT&E)

- **Naval Air Warfare Centers (NAWC)**
 - **Weapons Division (NAWCWD) - China Lake, CA**
 - NTWP: VX-30 (Pt. Mugu) & VX-31 (China Lake)
 - **Aircraft Division (NAWCAD) - Pax River, MD**
 - NTWL: VX-20, HX-21, VX-23, & USNTPS
 - Training Systems Division (TSD) - Orlando, FL
 - NAVAIR Lakehurst, NJ
- **Operational Test at VX-1 (Pax River) & VX-9 (China Lake)**
- **ONR, DARPA, NRL (Washington, D.C.)**



Production: Fleet Readiness Centers (FRC)

- **Hands-on production facilities:**
 - Hundreds of civilians
 - Dozens of military
 - Budget: \$ millions
- **Responsible for aircraft modifications, depot level maintenance, systems engineering**
- **Fleet Readiness Centers (FRCs):**
 1. **Mid-Atlantic (Oceana, VA) ***
 2. **East (Cherry Point, NC) ***
 3. **Southeast (Jacksonville, FL) ***
 4. **Southwest (North Island, CA) ***
 5. **West (Lemoore, CA)**
 6. **Northwest (Whidbey Island, WA)**
 7. **Western Pacific (Atsugi, Japan)**

*** 0-6 FRC CO = Potential Flag maker**





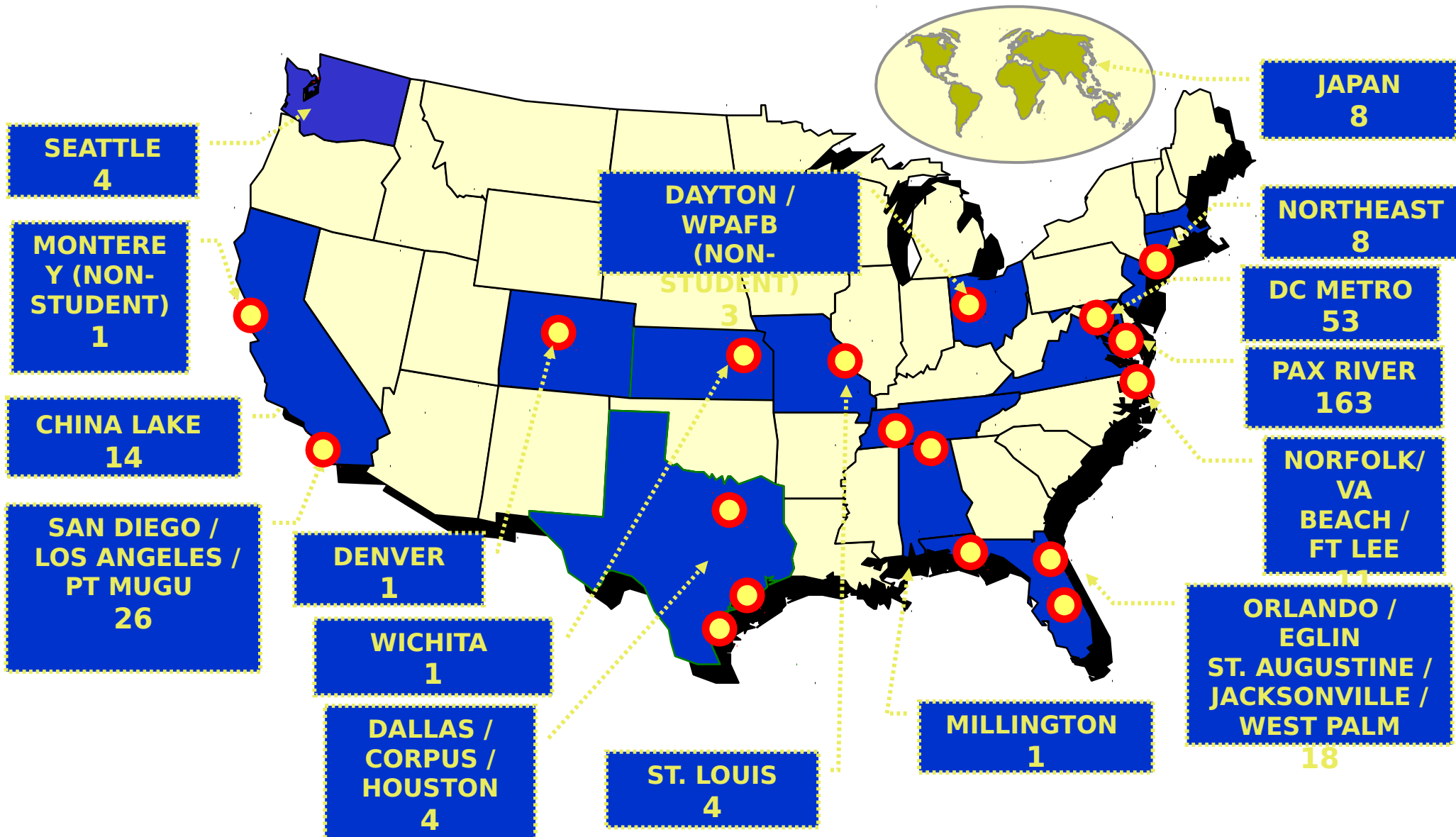
Production: Defense Contract Management Agency (DCMA)

- **Oversight of government contracts at major aircraft & weapon systems production facilities**
- **AEDOs perform acceptance test flying prior to government purchase**
- **Quality assurance at contractor facilities**
- **Program integration between NAVAIR and contractor (CONUS / OCONUS)**
- **Locations:**
 1. **St. Augustine, FL**
 2. **Hartford/Stratford, CT**
 3. **St. Louis, MO**
 4. **Owego, NY**
 5. **Ft. Worth, TX**
 6. **Seattle, WA**
 7. **Atsugi, Japan**





AEDO Geographic Distribution (as of Jul 15)





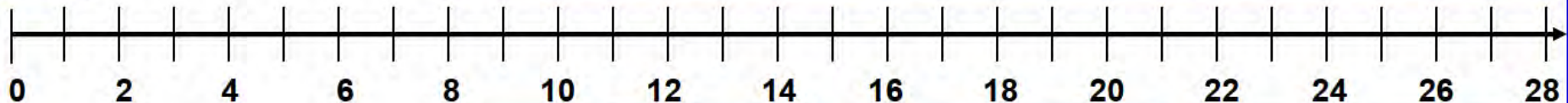
Aerospace Engineering Duty Officer Career Progression



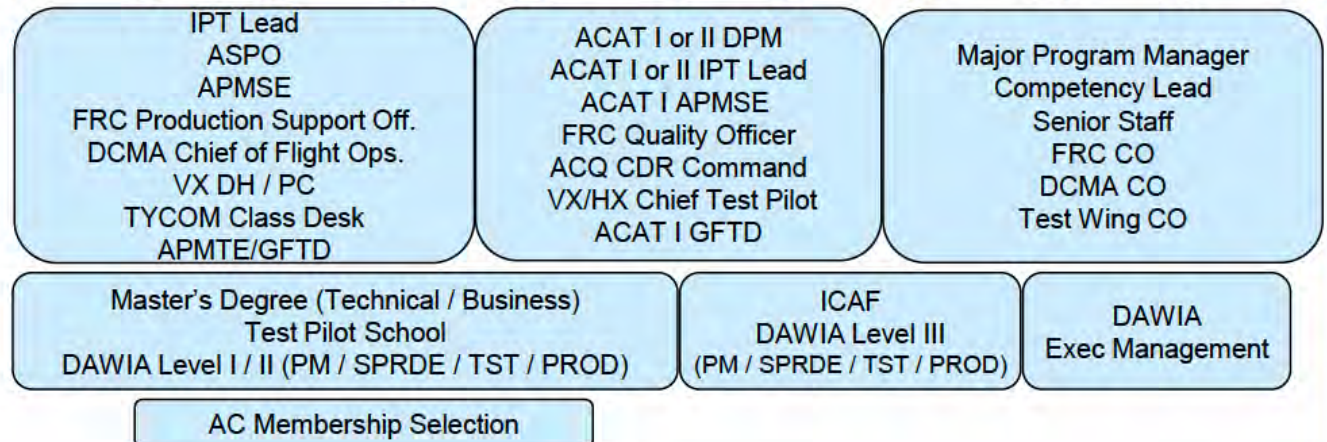
Career Path



Lateral-Transfer Window
URL on-ramp to AEDO at 8 - 15 YCS



Typical Billets

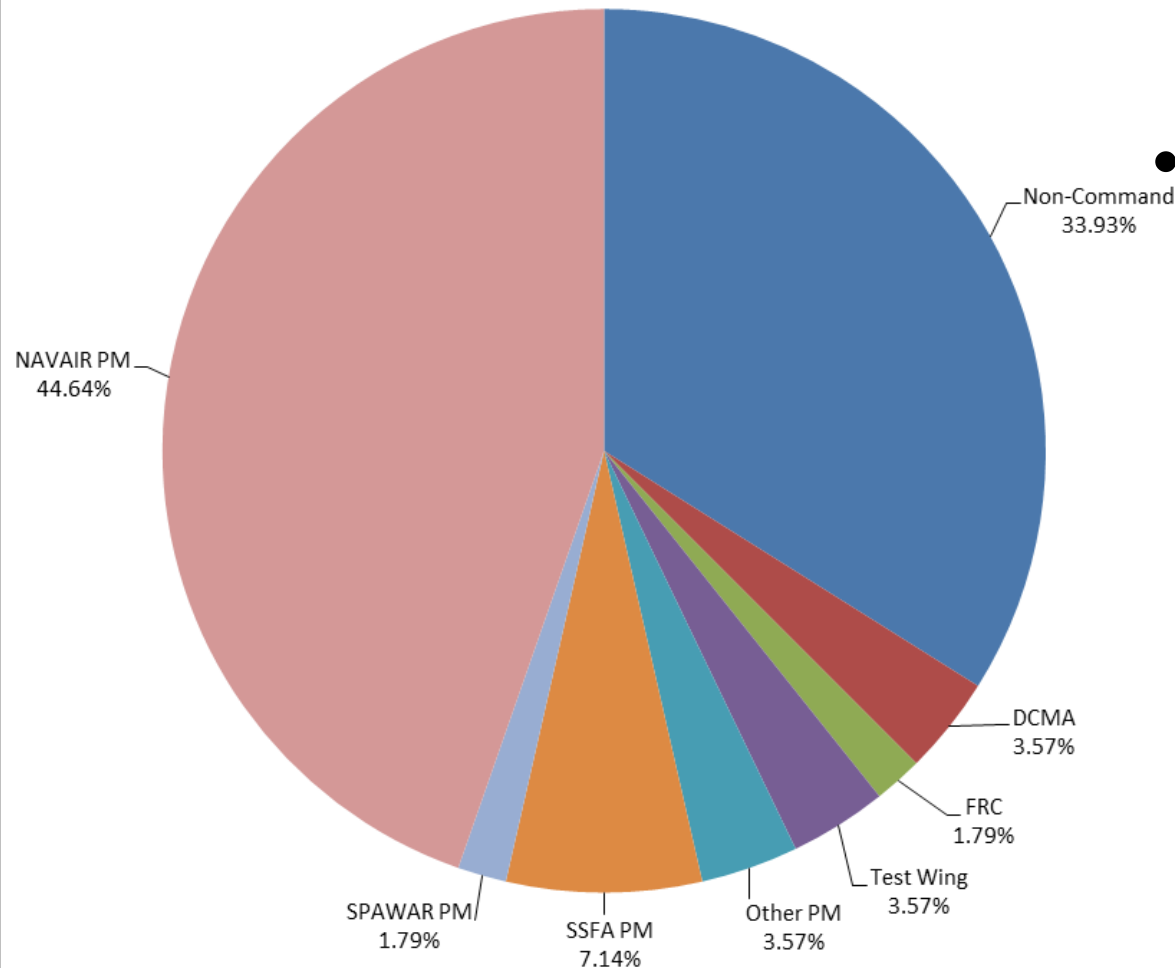




AEDO Major Command

(Captain) Snapshot*

- **56 AEDO Captains**
 - **66% selected for Command**
 - **25 Program Managers**
 - **3 FRC/DCMA Cos**
 - **7 Non-NAVAIR Program Managers**
- *as of SEP 2015**





Test Squadron Command

(VX / HX / TPS)

****Tentative Schedule****

- **Aviation Command (Test) eligible:**
 - CDR/CDR(s)
 - Acquisition Corps (AC) Member
 - DAWIA T&E Level II
 - TPS grad (5403P/Q subspec)
 - 48 mos in acquisition-coded billets
 - Includes AEDOs and AC URLs
- **AEDO zones:**
 - Senior: must be able to get FITREP as CO prior to being IZ for O-6
 - Junior: CDR(s)
- **“Best and Fully Qualified”**
 - Performance, performance, performance
 - Flt Test experience & recent flying
 - Program office/Fleet DH tour

March 16 ACSB	TPS VX-20 VX-31
March 17 ACSB	VX-30
March 18 ACSB	HX-21 VX-23

HX-21: any helo

**VX-20 & VX-30: P-3, P-8,
EP-3, E-2, C-2, S-3, ES-3,
E-6, C-130**

**VX-23 & VX-31: F-18, EA-
18G, JSF**



Flying / Flight Pay / PCS ~~orders~~

- **APPROXIMATELY ONE-THIRD OF AEDO BILLETS ARE DIFOPS**
 - *Test & Evaluation / FRC / DCMA*
 - *Flying keeps us in touch w/ technology and reality*
 - *Transfer to AEDO does not guarantee meeting of flight gates. Detailer and OCM will attempt to meet gates, but no guarantees.*
- **ACIP (FLT PAY) IS NOT AFFECTED BY TRANSFER TO AEDO**
- **IF ALREADY IN RECEIPT OF URL PCS ORDERS: LATERAL TRANSFER USUALLY DOES NOT SUPERSEDE EXISTING ORDERS - CASE BY CASE HANDLING**



Transfer & Redesignation

- ❑ *Aviation officers can APPLY for LAT XFR to AEDO:*
 1. *w/in 12 mos of MSR completion (winging obligation)*
 2. *w/in 12 mos of ACCP completion (bonus obligation)*

OR

w/in 12 mos of Department Head PRD

- ❑ *Once SELECTED for LAT XFR, Aviation officers may REDESIGNATE to 1510 no earlier than the later of:*
 1. *MSR*
 2. *ACCP*
 3. *PRD in URL Billet*
 4. *Additionally, if selected for promotion as URL, will not be redesignated until after their promotion date*
- *AEDO OCM in coordination with PERS-43 will handle redesignation timing*



Transfer Redesignation Board:

"Aligning the planets"

- **Can / will your URL aviation community let you 'play' on the Transfer Redesignation Board?**
 - » **YG community restrictions**
 - VFA, VAQ, VP, HSL, etc
 - 1310 vs 1320
 - » **Other aviation commitments**
 - MSR (Winging Obligation)
 - ACCP (DH Bonus)
 - Second-sea / DH tour
- **Does the AEDO Community have room?**
 - » **YG - Available AEDO quotas**
 - Senior LT - CDR(s)...typically
 - » **Performance, performance, performance**
 - » **Acquisition experience**
 - » **Education (Undergraduate & Graduate)**



Make Yourself Competitive

- **Performance (70%)**
 - *Sustained Superior Performance*
- **Experience (20%)**
 - *NAVAIR involvement*
 - *Special Projects*
 - *DAWIA training & certification*
 - *Acquisition Corps (AC) membership*
- **Education (10%)**
 - *Pursue a Master's Degree (Technical / Business)*



Application Process

Transfer/Redesignation Board:

- Information on community and application, visit the AEDO Homepage:

<http://www.npc.navy.mil/Officer/Aviation/AEDO>

- *Sample Application*
- *Community Information*
- **Call Officer Community Manager (OCM):**
 - *LCDR Regan Hanson/ 301-757-8480 / DSN: 757-8480*
- **ORM Your Career!!**

There is ***RISK*** involved in applying. You may alienate yourself within your command and jeopardize good FITREPs.

Call AEDO OCM / Detailer prior to making any move to help in 'Risk Assessment' and determining best time to apply.

All calls are confidential...application process is not.



AEDO Accessions:

FY13/14 & FY15 Lat-Xfer

FY14 Lateral-Transfer #1 (NOV 13):

- **NOV 13 T/R Board details:**
 - **Total applicants: 67**
 - **Quota: 15 (YG99 - YG06)**
 - **Total selected: 9**

FY14 Lateral-Transfer #2 (JUN 14):

- **JUN 14 T/R Board details:**
 - **Total applicants: 60**
 - **Quota: 15 (YG00 - YG08)**
 - **Total selected: 14**

FY15 Lateral-Transfer #1 (NOV 15):

- **NOV 14 T/R Board details:**
 - **Total applicants: 60**
 - **Quota: 14 (YG00 - YG08)**
 - **Total selected: 12**

FY15 Lateral-Transfer #2 (JUN 15):

- **JUN 15 T/R Board details:**
 - **Total applicants: 58**
 - **Quota: 17 (YG00 - YG09)**
 - **Total selected: 13**



AEDO Career Progression

Promotion Opportunity

Command Opportunity

MPM/
MASC

Experience Averages (months):
MPM: 113 Acq / 52 Prog Office
MASC: 153 Acq / 34 Prog Office

60% Selection Rate - Hard/Soft BO
in O-5 CMD or Program Office

CAPT

ACAT I IPTL/DPM

O-5 CMD (VX, FRC, DCMA)

FRC & DCMA Command
NAVAIR Slate
VX Command - ACSB
NPC Millington, TN

80% Selection Rate
EP as DH or in AEDO billet

CDR

Lat Transfer Opportunity

AS a CDR(S): ~10%

LCDR

As a Senior LT: ~40%

TPS

Excellent foundation for acquisition career

Sustained superior performance is critical

Questions?



Defense Acquisition Workforce Improvement Act (DAWIA)



DAWIA - What is it?

Defense Acquisition Workforce Improvement Act

- **Public Law 101-510 Title XII USC - 5 Nov 1990**
 - **Mandates professionalism of the acquisition workforce through:**
 - **Education**
 - **Training**
 - **Experience**
 - **Career Management**
- **SECNAVINST 5300.36**



DAWIA

Certification

- **Process used to determine that you meet the mandatory standards established for your position (billet).**
- **Certification Level I, II, or III has been assigned to each designated acquisition position (billet).**
 - **Acquisition billets assigned Additional Qualification Designators (AQD).**
- **Certification requirements for each level in each career field are based on:**
 - **Education**
 - **Experience**
 - **Training**

DAU Catalog Identifies Requirements -
<http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>



Certification

Levels

- **Billet Codes**
 - **Level 1 billets ~ ENS - LT paygrade**
 - **Level 2 billets ~ LCDR paygrade**
 - **Level 3 billets ~ CDR - CAPT paygrade**
 - **All captain billets are critically coded**
 - » **Only can be filled by Acquisition Corp (AC) Member. Waiverable by DACM.**



Training (How You Get It)

- **DAWIA Training Courses**

- DAU Catalog Lists Where and When It's Given...Moving Target
- <https://www.atrrs.army.mil/channels/navyedacm/Public/DODConsentForm.htm>
- Paid for by Central Training Fund

- **Equivalency**

- Approved by DAU
- List of Those Approved in DAU Catalog and DAU Webpage
- <http://www.dau.mil>

- **Validate by EXAMINATION**

- **Fulfillment**

- Credit for demonstrated competency through experience, education, and/or alternative training
- <http://www.npc.navy.mil/Officer/Acquisition/>

**** If detailed into a billet w/o training, you have 18 months to complete required course(s)**



PSR Special Qualifications

- Career Field Certifications / APC Membership entered into official record as Additional Qualification Designators (AQDs)
- Check your Officer Summary Record (OSR)
- Example:

<u>OSR Cover Sheet</u>	<u>AQD</u>
ACQ PM LV3	AA3
ACQ T&E LV2	AT2
ACQ FULL QUAL	APM
- No AC membership ... No assignment to critically coded billets without a waiver!



Acquisition Corps (AC)



Acquisition Corps - What ~~Is It?~~



- **What is the Acquisition Corps (AC)?**
 - Navy's version of Acquisition Corps mandated by DAWIA
 - More senior, acquisition experienced persons who meet education, training, and experience requirements (URL, AEDO, AMDO, EDO, Supply)
- **You must be an AC member to fill Critical Acquisition Position (CAP) billets**
 - CAP billets include all AED O-6 & Above and some CDR billets
 - ~ 800 total CAP billets spread across designators
- **Member must apply to be considered. AC board is conducted annually, announced by NAVADMIN**
- **As an AEDO you MUST be an AC member to compete for promotion and command opportunity - Get it NOW**



AC Requirements

- **** O-4/GS-13 or Above **** *(only non-waiverable req.)*
 - **BA/BS Degree Including:**
 - **24 Business Credits or**
 - **12 Business Credits if Degree has 24 credit hours in a primary acquisition career field**
 - **Four Years Experience in Acquisition Related Billets**
 - **12 Months Credit for Completing Acquisition Related Degree**
 - **Waiver of Up to 18 Months for Completing Commander Command Tour**
 - **Certified or trained Level II in an acquisition career field**
- <http://www.npc.navy.mil/bupers-npc/officer/Detailing/acquisition/Pages/default2.aspx>

Questions?